

Voluntary Buyout Program

Business Justification Plan

TENNESSEE BUREAU OF INVESTIGATION

I. Executive Summary

The Information Systems Division of the Tennessee Bureau of Investigation is currently undergoing a major reorganization. This division has been divided into two sub-divisions, the Criminal Justice Information Systems (CJIS) Sub-division and the Information Technology (IT) Sub-division. As part of the reorganization, the CJIS Sub-division established new classifications that met the following criteria: the job titles are descriptive of the duties and responsibilities assigned to the class; the classes are in alignment with the classifications used by the FBI, and the classes offer clear career paths. The IT Sub-division is in the process of implementing the Next-Gen IT organizational structure, as recommended by SAIC and OIR. TBI retains funding for all but three of the positions recommended by SAIC and OIR. It was our intent to create the remaining three positions as funding became available. However, the Voluntary Buyout Program, through repurposing two positions, will provide the funding we need to add an Information Security Analyst and an IT Manager to our staff. Both of these positions are critical to the efficient operation of our Information Systems Division. The Data Quality Analyst, the third recommended position by SAIC and OIR, is not as critical at this time.

II. Business Justification and Analysis

The Law Enforcement Information Manager's duties were absorbed by other classes in the CJIS reorganization and are no longer being utilized. We propose to repurpose this position as an Information Security Analyst class for our Next-Gen IT implementation. The Information Security Analyst will provide TBI with a much needed security presence to ensure our applications and infrastructure are safeguarded as much as possible from outside threats and vulnerabilities. If our proposal is accepted, the Law Enforcement Manager will be reclassified to a higher level position, Information Security Analyst.

An Information Systems Manager 4 position in our IT Sub-division has been identified as being under-utilized. We have determined the duties currently assigned to this position could be absorbed by existing staff in the Infrastructure Unit. This position would be more efficiently utilized if it were repurposed to an IT Manager. The IT Manager will provide much needed

supervision over the server and storage infrastructure group. If our proposal is accepted, the Information Systems Manager will be reclassified to a higher level position, IT Manager.

This agency plan identifies positions that the Department presently believes may need to be eliminated, or relocated, or reclassified downward (to a lower pay level), or reclassified upward if certain VBP-eligible employees do not elect the VBP. These positions are identified in the chart of VBP eligible positions below. However, no final decision has been made in these regards. No position eliminations, relocations or reclassifications will occur until after VBP participants have separated from employment on July 31, 2015. Any position eliminations or the like will be conducted in accordance with State law, including notice requirements.

III. Please see attached spreadsheet.

Position	Position Location	Business Unit	No. of Employees Currently in Position in Unit	No. of Eligible Employees for VBP	No. of Applications Accepted	Proposed Future Action if Requisite # of Applications are Not Received (indicate type of action and # affected)	Proposed Future Action if Requisite # of Applications are Received (indicate type of action and # affected)	Location of Reclassified Job (if applicable)
Law Enf Info Mgr	Davidson Co	Info Systems Div	1	1	1	Reclassify (higher level) could result in reapplication, possible reduction in rank, or reduction in force	Reclassify (upward)	Davidson Co
Info Sy Analyst 4	Davidson Co	Info Systems Div	1	1	1	Reclassify (higher level) could result in reapplication, possible reduction in rank, or reduction in force	Reclassify (upward)	Davidson Co

Tennessee Bureau of Investigation